

## **Internal Training, Organization, and Program Implementation**



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Establish a centralized focal point and coordinator for environmental justice issues .....	97
Office of Solid Waste and Emergency Response .....	97
Develop OSWER environmental justice strategy as part of EPA response to Executive Order 12898 .....	97
Office of Solid Waste and Emergency Response .....	97
Revise and expand environmental justice training module .....	98
Technology Innovation Office .....	98
Develop training to educate OSWER Headquarters and waste program personnel and increase awareness of environmental justice issues .....	99
Office of Emergency and Remedial Response .....	99
Office of Underground Storage Tanks .....	99
Region 1 .....	100
Region 2 .....	100
Region 3 .....	101
Region 4 .....	101
Region 5 .....	101
Region 6 .....	102
Region 7 .....	102
Region 8 .....	102
Region 9 .....	103
Region 10 .....	103
Develop creative pilots for addressing environmental justice concerns in specific geographic areas .....	103
Region 2 .....	103
Region 4 .....	104
Region 5 .....	105



## **Topic Area: Internal Training, Organization, and Program Implementation**

### **Action Item**

*Establish a centralized focal point and coordinator for environmental justice issues.*

### **Office of Solid Waste and Emergency Response**

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The Office of Solid Waste and Emergency Response (OSWER) formed a steering committee to oversee progress toward implementing environmental justice in waste-related programs and to resolve major issues that occur during implementation of the recommendations contained in the “OSWER Environmental Justice Task Force Draft Final Report.” The steering committee is chaired by the Deputy Assistant Administrator for OSWER and is composed of senior managers and experienced staff from each OSWER program office. These offices include the Office of Emergency and Remedial Response (OERR or Superfund), the Office of Solid Waste, the Office of Underground Storage Tanks (OUST), the Chemical Emergency Preparedness and Prevention Office, the Technology Innovation Office, the Federal Facilities Restoration and Reuse Office, and the two “lead” Regions who help coordinate Regional issues. The steering committee has been meeting every month since June 1994.

#### **Completed Milestones**

6/94      Initiated monthly steering committee meetings.

#### **Contact**

Timothy D. Mott, (202) 260-2447

### **Action Item**

*Develop OSWER environmental justice strategy as part of EPA response to Executive Order 12898.*

### **Office of Solid Waste and Emergency Response**

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The “OSWER Environmental Justice Action Agenda” provides a concise summary of OSWER’s current strategy and describes an implementation process for ensuring that major environmental justice issues continue to be recognized and addressed. The Agenda represents OSWER’s commitment to implement the objectives of Executive Order 12898. Implementation plans written by the OSWER program offices and the ten Regional offices are an integral part of the “OSWER Environmental Justice Action Agenda.”

The action agenda follows two previously published documents, the “OSWER Environmental Justice Task Force Draft Final Report” and its separate executive summary

document. These reports were published on April 25, 1994, in final draft form and were distributed for final comment. In distribution of these reports, EPA wanted to provide the National Environmental Justice Advisory Council (NEJAC) with the opportunity to comment and influence the final strategy.

### **Completed Milestones**

- |        |  |
|--------|--|
| 11/93  | Directed formation of the OSWER Environmental Justice Task Force.  |
| 1-4/94 | Conducted a series of outreach meetings inside and outside the Agency, and issued a draft task force report for public comment.          |
| 4/94   | Released “OSWER Environmental Justice Task Force Draft Final Report” at a press and stakeholders briefing.                               |
| 4/94   | Worked to implement recommendation as requested by the OSWER Assistant Administrator.  |
| 5/94   | Requested review of the “OSWER Environmental Justice Task Force Draft Final Report” by the NEJAC Waste and Facility Siting Subcommittee. |
| 1/95   | Endorsement of a Ten Point Implementation Framework for the OSWER Strategy by the NEJAC subcommittee.                                    |
| 5/95   | Assistant Administrator signed “OSWER Environmental Justice Action Agenda.”  |

### **Contact**

Jim Maas, (202) 260-8927

### **Action Item**

*Revise and expand environmental justice training module.*

### **Technology Innovation Office**

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The Technology Innovation Office (TIO) developed an environmental justice training module to educate all new On-Scene Coordinators, Remedial Project Managers, and Site Assessment Managers who interact with citizens and communities.

To design the new training module, TIO and OERR collected and evaluated the following materials from the Office of Environmental Justice (OEJ): video presentations, case study exercises, flyers, and other publications on environmental justice. The module was drafted in 1994 and distributed in January 1995 throughout OERR and OEJ for review and comments. The comments are due back in March 1995. After review, the comments will be incorporated, and the final module will be distributed for inclusion in the Comprehensive Environmental Response, Compensation, and Liability (CERCLA) Education Center training courses.

### **Completed Milestones**

- |       |                                      |
|-------|--------------------------------------|
| 12/94 | Completed design of draft module.    |
| 1/95  | Distributed draft module for review. |

**Contacts**

Naomie Smith, (703) 308-8848

Ann Eleanor, (703) 308-8826

Peter Redmond, (703) 603-8751

**Action Item**

*Develop training to educate OSWER Headquarters and waste program personnel and increase awareness of environmental justice issues.*

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**Office of Emergency and Remedial Response**

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The Office of Emergency and Remedial Response (OERR) implemented several training efforts to increase staff awareness of environmental justice issues and concerns. In September 1994, OERR completed a local government reimbursement module for Indian Tribes as part of first responders training course. OERR has also drafted a new training module on environmental justice for its community relations training. The new module is currently under review. At the March 1995 Community Involvement Conference, which was attended by community relations staff from all ten Regions, a morning session focused on environmental justice issues. Dr. Bob Bullard, a renowned professional in the field of environmental justice, presented an overview of environmental justice during the session. Dr. Bullard presented a similar session to Headquarters staff in April 1995.

**Completed Milestones**

- |      |   |
|------|---|
| 9/94 | As part of first responders training, OERR completed a local government reimbursement module for Indian Tribes. |
| 2/95 | Drafted new training module on environmental justice for community relations staff.                             |
| 3/95 | Conducted Community Involvement Conference.   |
| 4/95 | Dr. Bullard made a presentation to Headquarters staff.  |

**Contact**

Rafael Gonzalez, (703) 603-8892

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**Office of Underground Storage Tanks**

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In an effort to educate personnel on environmental justice issues, OUST issued a memorandum to inform staff of UST environmental issues that affect environmental justice. In September 1994, OUST designated the chief of the Communications and Program Management Branch as the organizational contact for environmental issues within OUST, however, the responsibility was recently transferred to the Regulatory Analysis Branch Chief.

### **Completed Milestones**

- 6/94 Sent memorandum to OUST staff on environmental justice.
- 9/94 Designated an organizational contact for environmental justice issues within OUST training.

### **Contact**

Sammy Ng, (703) 308-8882

## **Region 1**

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Region 1 continued to work with the New England Environmental Justice Council to ensure effective coordination on environmental justice within the Region and provide a central contact for external stakeholders. The council, comprised of the Leadership Team members and staff from each program, worked in coordination with the Region's Office of Civil Rights and Urban Affairs and the Training Office, to develop training for EPA Region 1 employees in environmental justice. Training is scheduled to take place this fiscal year.

### **Completed Milestones**

- 9/94 Initiated development of environmental justice training modules.
- 3/95 Completed development of environmental justice training modules.
- 3/95 Held two test pilot training sessions.

### **Contacts**

Stephanie Carr, (617) 565-3390

Rhona Julian, (617) 565-9454

## **Region 2**

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To increase environmental justice awareness, Region 2 drafted an environmental justice training plan for Regional staff and management. This training instructs managers on how to consider environmental justice in developing policy, and provides staff with the necessary tools to incorporate environmental justice into daily work activities. Implementation of the plan is scheduled for summer 1995.

### **Completed Milestones**

- 6/94 Regional Administrator accepted training plan.

### **Contact**

Melva Hayden, (212) 637-5027



## Region 3

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Region 3's Resource Conservation and Recovery Act (RCRA) Training Group and management personnel are developing training modules to provide RCRA staff with a common understanding of environmental justice issues. In addition, the training delineates expectations for incorporating environmental justice into the RCRA program. The group is also developing training sessions that target process modifications at the staff level to integrate environmental justice into daily work activities.

### Completed Milestones

12/94      Initiated kick-off meeting for preparation of the RCRA environmental justice training.

### Contact

Harry Daw, (215) 597-3177

## Region 4

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Region 4 reviewed Headquarters' environmental justice training modules and delivered its comments in March 1995. The Community Relations Coordinator is currently developing environmental justice training modules for the Region. Region 4 will begin conducting local training courses in April 1995.

### Completed Milestones

3/95      Reviewed and commented on Headquarters' environmental justice training modules.

### Contact

Eddie Wright, (404) 347-3555 (voice mailbox 6310)

## Region 5

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Region 5's RCRA and Superfund Environmental Justice Training Coordinators worked in partnership with the Division Training Officer and the OSWER Training Forum to develop a division-wide workshop on environmental justice. The Environmental Justice Workshop was conducted twice a week for RCRA staff from February 21, 1995, through March 23, 1995. Several topics were discussed during the training, including the history and definition of environmental justice; how to identify sites with environmental justice concerns; using geographic information systems; how environmental justice is incorporated into the OSWER strategic and implementation plan; and how environmental justice applies to the various RCRA program elements. The workshop for Superfund staff also will be presented in April 1995.

### Completed Milestones

1/95      Developed Environmental Justice Workshop.

2/95      Conducted first Environmental Justice Workshop for RCRA staff.

### **Contacts**

Margaret Millard, (312) 353-1440

Karla Johnson, (312) 886-5993

## **Region 6**

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The Region 6 Environmental Justice Workgroup developed a one-day training session on environmental justice for Region 6 staff. The goal of the training session is to increase sensitivity to environmental justice and to network with other EPA programs to speed “culturalization” of environmental justice into daily work. The training session introduced the concept of environmental justice, highlighted Regional environmental justice activities, and provided an overview of the “OSWER Environmental Justice Task Force Draft Final Report” and the corresponding “Region 6 Environmental Justice Implementation Plan.” Region 6 will further develop the training session to incorporate specific environmental justice action items and provide an overview of “lessons learned.”

### **Completed Milestones**

8/94          Developed first round of Regional environmental justice training.

### **Contact**

Verne McFarland, (214) 665-6617

## **Region 7**

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Region 7 developed diversity awareness training to assist staff in recognizing and appreciating diverse cultures as a foundation for assuring environmental justice. The Region’s diversity awareness training is interactive and encourages staff to express their questions and concerns about environmental justice and its impact on their responsibilities. Region 7 also invited Headquarters management to the Region to discuss environmental justice awareness with the staff. Presentation of the diversity awareness training is ongoing.

### **Contact**

Gayle Padgett, (913) 551-7914

## **Region 8**

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Region 8’s RCRA and Superfund Environmental Justice Training Coordinators worked in partnership with the Regional Environmental Justice Workgroup and the OSWER Training Forum to develop a region-wide training curriculum on environmental justice. The Region conducted eight two-hour sessions on environmental justice issues and concerns. The training sessions have received positive feedback, and the Region plans to follow this training with more advanced and comprehensive training in the near future.

### **Completed Milestones**

3/95      Completed eight environmental justice training sessions.

### **Contact**

Armando Saenz, (303) 293-1532

## **Region 9**

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Region 9 developed a project plan for environmental justice training and is working to develop a detailed outline for environmental justice orientations. The Region also plans to invite speakers from academia, organizations, and communities to increase staff awareness about environmental justice concerns that should be considered in their daily activities.

### **Completed Milestones**

1/95      Developed project plan for Regional environmental justice training.

### **Contact**

Dianna Young, (415) 744-2178

## **Region 10**

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Region 10 has received the Headquarter's Office of Environmental Justice training modules and has begun tailoring the training module to meet Regional needs and environmental justice concerns. The training will consist of formal presentations, informal and educational panel discussions, and guest speakers. The Region's Environmental Justice Network has drafted a strategy for providing the panel discussions and guest speakers. Regional training and a panel discussion have been scheduled for summer 1995.

### **Completed Milestones**

Fall 1994      Drafted strategy for panel discussions and guest speakers.

### **Contact**

Joyce Kelly, (206) 553-4029

## **Action Item**

*Develop creative pilots for addressing environmental justice concerns in specific geographic areas.*

## **Region 2**

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Region 2 has focused its RCRA inspections and enforcement efforts on environmental justice concern areas, including Newark and Camden, New Jersey, and Greenpoint and

Williamsburg, New York. [Note: More detail on this entry is reported under the RCRA topic area.]

## **Region 4**

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Region 4 is conducting an environmental justice pilot in the City of Tifton, Georgia, to explore options for addressing the environmental problems associated with the area, including securing community involvement in decision making and forming partnerships with local, State, and private organizations. Tifton has a high concentration of Comprehensive Environmental Response, Compensation, Liability Act Information System (CERCLIS) sites and RCRA facilities in low-income and minority communities. Region 4 has identified the CERCLIS sites, RCRA facilities, and Superfund National Priorities List (NPL) sites in the area, and taken the following actions:

- EPA met with State and local officials and held a public meeting to introduce the initiative and provide an update on activities at the identified sites;
- Region 4 hired a community liaison to assist in community relations and coordination;
- EPA held a public meeting on the proposed cleanup remedy for the Marsone NPL Site in Tifton and a final decision on the remedy was made in September 1994;
- Region 4 completed the removal activities at the So-Green Site and the Golden Seed Site in Tifton; and
- EPA held a public meeting to present the plan for neighborhood sampling efforts and, in March 1995, EPA completed the field activities for the effort. This sampling effort was completed in cooperation with ATSDR to determine the pollutants to which the neighborhood could be exposed. The effort encompassed approximately a one-mile area near the Marsone and So-Green/Parramore Sites. The Region expects to present the results of this sampling in summer 1995.

### **Completed Milestones**

1/94	Held a public meeting to introduce the Tifton project.
6/94	Hired a community liaison.
7/94	Held a public meeting on the remedy for the Marsone NPL Site.
9/94	Made a decision on the remedy for the Marsone NPL Site.
9/94	Completed removal action at the So-Green Site.
10/94	Completed removal action at the Golden Seed Site.
2/95	Held public meeting to discuss plan for neighborhood sampling effort.
3/95	Completed field work for neighborhood sampling effort.

### **Contacts**

JoAnn Benante, (404) 347-3555 x6234

Betty Winter, (404) 347-3555 x6264

## **Region 5**

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Region 5's RCRA staff, working in partnership with the Office of Public Affairs' Environmental Education Specialist, is developing a pilot project to provide a two-week summer training course for teachers in the southeast Chicago area to address environmental justice concerns. The training will cover environmental justice issues, multimedia environmental topics, and the southeast Chicago Initiative. Region 5 issued a request for proposals to solicit a host university for the training course and selected Chicago State University, a teacher's college with a predominately African-American student body. The Region will be awarding a grant to the university for its support.

### **Completed Milestones**

- 9/94            Issued a request for proposals.
- 3/95            Selected Chicago State University as the host university.

### **Contact**

Suzanne Saric, (312) 353-3209

